



## Environmental Policy

The Bailie Group is committed to reduce the environmental impacts of its products and services. It is our aim to achieve a working environment, which prevents pollution to the environment, and provides as little impact as practicable to climate change and to this end; we will pursue continuing improvement from year to year.

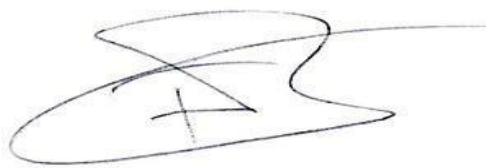
We undertake to discharge our statutory duties by:

- Complying with applicable local and international environmental legislation, guidelines and standards, and with other requirements to which the company subscribes regarding the protection of the environment.
- Identifying environmental and sustainability risks in the workplace and on our sites, assessing those related risks and implementing appropriate preventive and protective measures.
- Ensure preventative actions are measured and effective.
- Establishing and enforcing sustainable and environmentally safe systems of work to promote short, medium and long-term commitments to our clients, customers, communities and other stakeholders.
- Promoting environmental and sustainability awareness and good practice through the effective communications of relevant information, ensuring all people within the organization are made aware of their individual environmental obligations.
- Building trust, ethics and integrity with all our stakeholders.
- Identifying opportunities and needs for continual improvement of environmental and sustainable performance and practice, and the prevention of an environmental incident through reporting, “near miss” and environmental observations.
- Promoting environmental awareness amongst our suppliers, contractors and partners to play a full role in implementing our environmental and sustainability policy.
- Continually improving the environmental management system that mitigates our direct environmental impacts, reduce our use of natural resources and prevent pollution.
- Integrating environmental and sustainability considerations into business decisions in line with our commitments to environmental sustainability.
- Promoting and measuring impact, demonstrating a responsible organization.

This statement sets our approach to managing our environmental impacts through complying with all relevant legislation and mitigating our direct and indirect environmental impacts.

All employees on their part are encouraged to contribute actively towards achieving a working environment that is free of environmental incidents, accidents and impacts to the environment and climate.

Our environmental policy will be reviewed annually to monitor its effectiveness, and to ensure that it remains relevant and appropriate to the organization.

A handwritten signature in black ink, consisting of several overlapping loops and a central cross-like shape.

Fergus Bailie  
Chief Executive

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